

New Jersey Public Employment Relations Commission  
**NON-POLICE AND FIRE**  
**COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM**

Line #

**SECTION I: Parties and Term of Contracts**

1 Public Employer: Seaside Heights BOE County: Ocean

2 Employee Organization: Seaside Heights Education Association Number of Employees in Unit: 36.8

3 Base Year Contract Term: 07/01/2016 New Contract Term: 06/30/2019

**SECTION II: Type of Contract Settlement (please check only one)**

- 4 ☒ Contract settled without neutral assistance
- 5 ☐ Contract settled with assistance of mediator
- 6 ☐ Contract settled with assistance of fact-finder
- 7 ☐ Contract settled with assistance of super-conciliator
- 8 If contract was settled in fact-finding, did the fact-finder issue a report with recommendations?
- Yes ☐ No ☐

**SECTION III: Salary Base**

The salary base is the cost of salaries in the final year of the expired or expiring agreement. This is the base cost from which the parties negotiate the salary increases.

9 Salary Costs in Base Year \$1,986,907

10 Longevity Costs in Base Year \$16,000

11 Total Salary Base \$2,002,907

**SECTION IV: Salary Increases for Each Year of New Agreement\***

	Year 1	Year 2	Year 3	Year 4	Year 5
12 Effective Date (month/day/year)	<u>07/01/16</u>	<u>07/01/17</u>	<u>07/01/18</u>		
13 Cost of Salary Increments (\$)	<u>59,607</u>	<u>61,396</u>	<u>63,237</u>		
14 Salary Increase Above Increments (\$)					
15 Longevity Increase (\$)					
16 Total \$ Increase (sum of lines 13-15)	<u>59,607</u>	<u>61,396</u>	<u>63,237</u>		
17 New Salary Base (\$)	<u>2,062,514</u>	<u>2,123,910</u>	<u>2,187,147</u>		
18 Percentage increase over prior year	<u>3.00</u> %	<u>3.00</u> %	<u>3.00</u> %		

*\*If contract duration is longer than five years, please add an additional page.*

**SECTION V: Increases in Other Contractual Economic Items or Newly Added Economic Items\***

19	Item Description	Base Year Cost (\$)	Year 1 Increase (\$)	Year 2 Increase (\$)	Year 3 Increase (\$)	Year 4 Increase (\$)	Year 5 Increase (\$)
20	Totals(\$):						

*\*If contract duration is longer than five years, please add an additional page.*

**SECTION VI: Medical Costs**

		Base Year	Year 1
21	Health Plan Cost	\$ 466,586	\$ 466,586
22	Prescription Plan Cost	\$ 114,400	\$ 114,400
23	Dental Plan Cost	\$ 29,892	\$ 29,892
24	Vision Plan Cost	\$ 7,804	\$ 7,804
25	Total Cost of Insurance	\$ 618,682	\$ 618,682
26	Employee Insurance Contributions	\$ 80,153	\$ 109,631
27	Employee Contributions as % of Total Insurance Cost	12.96 %	17.72 %

Employer: Seaside Heights BOE

Employee Organization: Seaside Heights Education Association

Page 3

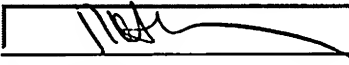
Section VI: Medical Costs (continued)

28 Identify any insurance changes that were included in this CNA.

None

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name: Kevin O'Shea  
Position/Title: BA/BS  
Signature:   
Date: 11/29/2016

Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: [contracts@perc.state.nj.us](mailto:contracts@perc.state.nj.us)

NJ Public Employment Relations Commission  
Conciliation and Arbitration  
PO Box 429  
Trenton, NJ 08625  
Phone: 609-292-9898

Revised 8/2016

### Certification

I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s) and the included summary is an accurate assessment of the collective negotiations agreement for the term beginning 7/1/16 through 6/30/19.

Employer: Seaside Heights BOE  
County: Ocean  
Date: 11/29/16  
Name: Kevin Oshen  
Print Name  
Title: BA/BS  
Signature: [Signature]